



Shasta Regional Transportation Agency

Employee Benefits Summary

- 1. CalPERS Medical premiums paid by SRTA**
 - a. Employee Only – 85% of CalPERS Choice Plan
 - b. Employee Plus One Dependent – 65%
 - c. Employee Plus Family – 65%
- 2. Guardian Dental premiums paid by SRTA**
 - a. Employee Only – 63%
 - b. Employee Plus One – 56%
 - c. Employee Plus Family – 46%
- 3. Guardian Vision premiums paid by SRTA**
 - a. Employee Only – 100%
 - b. Dependents – Paid by employee
- 4. Medical phone consultation – 100%**
- 5. Accidental death and dismemberment (AD&D) insurance - \$25,000**
- 6. Long-term disability insurance**
- 7. Retirement Benefits**
 - a. 2.0% at age 55 for CalPERS “legacy” employees (i.e. members before 1/1/2013), otherwise 2.0% at age 62.
 - b. Deferred Compensation 457b retirement plan (*Social Security alternative*)
 - i. Employer pays 6.2% per employee paycheck
 - c. SRTA does not participate in Social Security
- 8. Holidays**
 - a. 12 paid holidays per year (2 of which are floating holidays)
- 9. Vacation Accrual**

a. 0 – 3 years of service :	10 days per year
b. 4 – 9 years of service:	15 days per year
c. 10 – 15 years of service:	17 days per year
d. 16+ years of service:	20 days per year
- 10. Sick Leave**
 - a. Employees accrue 3.696 hours per pay period.
- 11. Tuition and Other Reimbursements**
 - a. AICP certification costs, including continuing education
 - b. American Planning Association dues
- 12. Employee Assistance Program – 100%**
- 13. Retiree Health – Dollar for dollar match of employee contributions up to 3% of annual compensation to an in-lieu retiree medical plan.**

Applicants may also refer to SRTA’s Human Resource Policies & Procedures Manual available online at:
<http://www.srta.ca.gov/RTpolicies.html>.